



Indiana Department of Education

Glenda Ritz, NBCT
Indiana Superintendent of Public Instruction

2014-2015 Excellence in Performance Award Cohort II

Purpose: According to recent national studies, teachers are the single-most influential factor for increasing student achievement in schools. Numerous studies have examined the relationship between teacher leaders' practice and student outcomes; findings from these studies suggest that a positive relationship exists. Supporting Highly Effective Teachers in low-performing schools and giving them leadership capacity will increase teacher effectiveness which will lead to increased student achievement¹.

The Excellence in Performance Award, totaling \$2 million, is administered by the Indiana Department of Education (IDOE) and awarded to school corporations and charter schools (corporations) for teachers rated Highly Effective for the 2013-2014 in Title I Focus and Priority schools based on the 2013 student achievement data. Highly Effective teachers must be in leadership roles during the 2014-2015 school year. To be eligible, a school corporation must have an evaluation plan that meets the requirements established in **IC 20-28-11.5**.

The purpose of this competitive grant is to retain Highly Effective teachers in Title I Focus and Priority schools. To fulfill the requirements of this grant, the district or charter school must submit a plan that intentionally places Highly Effective teachers in leadership roles that will utilize their talents to increase the capacity to develop more highly effective teachers to impact increased student achievement.

This award is competitive and will be scored by multiple reviewers for each section completed in the application. Late submissions will not be accepted. Since this round of Excellence in Performance grant is competitive, the district will need to decide the amount of cash award for each Highly Effective teacher will receive through this grant for the leadership role. The IDOE will allocate \$2 million for Cohort I and Cohort II of Excellence in Performance Grant during the 2014-2015 school year.

Questions? Please Contact: performanceaward14@doe.in.gov

Application Procedure:

Timeline: All applications must be received electronically by IDOE no later than **December 17, 2014 by 4:00 pm EST**. No exceptions will be made. Each applicant must submit an electronic copy only. The applicant's response may be posted on the DOE website, if recommended for award. All applications must be emailed in one document to performanceaward14@doe.in.gov



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Frequently Asked Questions

What is this grant?

P.L. 205 - 2013 (Budget bill) appropriated \$ 2 million dollars to Title I Focus and Priority schools to be used to make cash awards to Effective and Highly Effective Teachers. This grant provides funding to Title I Focus and Priority schools to retain or attract Highly Effective Teachers. Under this appropriation, the Department shall develop policies and procedures to administer the program. The funds are available for allotment by the Department after approval by the State Board of Education and review by the State Budget Committee.

Who is eligible to receive this award?

All public school corporations and public charter schools are eligible to apply on behalf of their Highly Effective teachers in leadership roles in Title I Focus and Priority Schools.

How much money will each Highly Effective teacher receive?

Since this round of Excellence in Performance grant is competitive, the district will need to decide the amount of cash award that each Highly Effective teacher will receive through this grant for the leadership role. The General Assembly has allocated \$2 million for this round of Excellence in Performance Grant during the 2014-2015 school year. Because final grant amounts will depend on many factors, including the size of winning school corporations and the number of winning school corporations, it is not possible to determine the size of grant amounts to individual school corporations. However, IDOE is interested in making grant awards to school corporations that will have a significant impact.

Are cash awards to be given to teachers for their performance in 2013-2014 or 2014-2015?

Cash awards shall be distributed based on the performance evaluation results from the 2013-2014 school year.

Are teachers the only groups eligible to receive cash awards?

Any person determined by the school corporation to be eligible to receive cash awards must 1) fit the legal definition of a teacher as noted in IC 20-18-2-22(a) and 2) receive an evaluation that meets all the requirements of IC 20-28-11.5. Teachers should be instructing students the majority of their time.

What are examples of leadership roles?

Examples of leadership roles to be incorporate in the plan could include, but not limited to, mentor, National Board Certification candidate or mentor, school improvement facilitator, professional development facilitator, standards and curriculum development facilitator, instructional coach, peer reviewer and technology integration coach.

When will school corporations know if they have been awarded the grant?

After a review of the applications, the Department will notify the winners after approval from the State Board of Education and State Budget Committee in early 2015. The grant will be available for reimbursement until June 30, 2015.



How do I know if our school is eligible?

Please see the attached list of eligible schools for this round of performance grant. The list can also be found on our website at: www.doe.in.gov/evaluations.

What is the payout?

It is a one-time cash award to teachers. Each district will need to include a description on how the funds will be allocated to the Highly Effective Teachers in the leadership roles. The Department will reimburse each district up to the contract amount.



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APPLICATION

Cohort II

EXCELLENCE IN PERFORMANCE AWARDS FOR HIGHLY EFFECTIVE TEACHERS

Section 1: Corporation Descriptive Information

Corporation Descriptive Information	
1. Corporation #	Click here to enter text.
2. Corporation Name	Click here to enter text.
3. Corporation Address (Street, City, State, Zip)	Click here to enter text.
4. Corporation Main Office Phone #	Click here to enter text.
5. Name of Title I Focus and Priority School(s) (based on the 2013- 2014 status) Please let all schools applying for the grant.	Click here to enter text.
6. Number of Highly Effective Teachers in the above Title I Focus and Priority School	Click here to enter text.
7. Superintendent's Name	Click here to enter text.
8. Superintendent's Email Address	Click here to enter text.
9. Federal ID Number	Click here to enter text.

Grant Author's Information	
10. Grant Author's Name	Click here to enter text.
11. Grant Author's Phone #	Click here to enter text.
12. Grant Author's Email	Click here to enter text.

Current Performance Grant Status	
13. Have you been award an Excellence in Performance Grant? If so, for what	Click here to enter text.



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school year(s)?	
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Section 2: Provide a summary of the proposed plan to use the funds in this grant to award highly effective teachers in leadership roles during the 14-15 school year that will utilize their talents to increase the capacity to develop more highly effective teachers to impact increased student achievement. This section should include the distribution of cash awards and the budget amount requested.

Section 3: How will the proposed program to utilize teachers in leadership roles help retain highly effective teachers?

Section 4: How does the proposed plan align to the district and school(s) goals to improve student achievement? Please include student assessment data.

Section 5: Explain how the district will sustain the proposed plan after this round of funding has ended?



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